

Louvre Hotels Group Human Rights Policy Statement

Louvre Hotels Group (LHG) acknowledges and respects the principles contained in the United Nations Declaration of Human Rights, which are consistent with LHG's core values and commitment to be a force for good. LHG endeavors to conduct its business operations in a manner that seeks to promote and enhance human rights within its sphere of influence.

Ethical Business Conduct

LHG believes that it is defined both by the results it achieves, and the way it achieves them. LHG is committed to maintaining a high standard of business ethics, integrity and honesty in full compliance with all applicable laws. The Company's anti-corruption code of conduct contains rules and guidelines and serves as a reminder of its policies and commitment to do what is right and ethical for LHG with its stakeholders. All LHG team members, hotels, and contracted parties shall comply with the laws and agreements applicable to operations and positions in the countries and jurisdictions where they operate.

Protection of the Rights of Children

LHG supports every child's right to a safe and secure childhood and is committed to the principle that all people have the right to grow up and develop without fear of exploitation or harm. LHG condemns all forms of exploitation of children. The Company does not recruit child labor, in accordance with the applicable International Labor Organization Conventions, and supports the elimination of exploitive child labor. LHG and its team members shall comply with all applicable laws and regulations regarding the prevention of the commercial sexual exploitation of children, including the prevention of the use of its premises for such exploitation.

Combating Human Trafficking

LHG is committed to combatting modern-day slavery through the adoption and promotion of business practices that seek to protect victims of human trafficking, and the development of proactive measures to educate team members and encourage its partners and the broader business community to take a stand against human trafficking.

Protection of the Rights of Employees

LHG seeks to maintain a culture that supports the well-being and inclusion of all team members and is committed to encouraging a positive working environment which meets and exceeds legal requirements. LHG recruits team members without regard to race, gender, age, disability, marital status, pregnancy, sexual orientation, nationality, caste, political affiliation, veteran status, religious beliefs, union organization, minority group or any other characteristic protected by law. LHG supports the elimination of forced labor, prison labor, indentured labor or exploited bonded labor and the freedom of association and the right to choose a collective bargaining representative.

Louvre Hotels

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The Company recognizes the protection of personal data as a fundamental human right, intrinsically linked to the right to privacy, dignity, and respect for individuals.

In this context, the Company commits to respecting and promoting the protection of personal data across all its activities and business relationships, in accordance with internationally recognized human rights standards.

In particular, the Company is guided by the following principles:

- Respect for confidentiality and the private life of individuals whose personal data may be collected or processed.
- Legitimate, fair, and proportionate use of personal data, limited to clearly defined and justified purposes.
- Protection of personal data against unauthorized access, misuse, loss, or disclosure, through appropriate safeguards.
- Heightened vigilance regarding the use of new and emerging technologies, including surveillance tools, artificial intelligence, biometric systems, and other technologies that may pose risks to privacy and fundamental rights.

The Company acknowledges that technological innovation must not undermine human dignity or individual freedoms and commits to assessing and mitigating potential human rights impacts related to data processing and digital technologies.